

**Memorandum of Agreement  
Fiscal Year 2020**

Agreement is hereby made this 24<sup>th</sup> day of March, 2020 by and between the Town of Needham (hereinafter the "Town") and the Needham Police Superior Officers Association (hereinafter the "Association"). Except as expressly set forth herein, all provisions of the collective bargaining agreement between the Town and the Association, which by its terms is in effect through June 30, 2019, remain in full force and effect.

1. The term of the Agreement shall be July 1, 2019 through June 30, 2020.
2. All Base Wages contained in Article 23 shall be increased by 2% effective July 1, 2019 and 1% effective January 1, 2020.
3. Change the term "Board of Selectmen" to "Select Board" wherever it occurs, and update time-dated language.
4. Article 17 Paid Details shall be amended as follows:

**Section 6. Private Detail Rates**

Basic Rate	\$48	<b>\$51.50</b>
Strike Rate	1.5 times the basic rate	

**Section 9. Town Detail Rates** Details worked for the Town of Needham shall be paid according to the following schedule:

Basic Rate	\$41	<b>\$44.50</b>
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5. Article 28, Miscellaneous Provisions, shall be amended as follows:

**Section 4. Vehicle Use** Incorporated herein by reference and considered an integral part thereof is the Town of Needham Vehicle Use Policy dated **October 2, 2013** ~~March 10, 1997~~, amended as follows:

- (a) Section V(B) is amended by striking the words "~~Appointing Authorities~~" and "~~appointing authority/department manager~~" "**Department Manager**" and "**Town Manager**" and inserting in place thereof the words "The Chief of Police or his or her designee."
- (b) Section V(D)(10) is amended by striking the words "~~Town Manager Administrator~~" and inserting in place thereof the words "Officer in Charge."

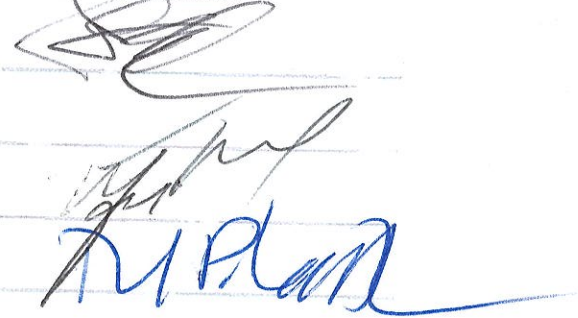
(c) Section V(D)(2) is amended by inserting the words "except as otherwise permitted hereunder or in extenuating circumstances." at the end of the last sentence.

Section 6. Drug and Alcohol Testing Policy Incorporated herein by reference and considered an integral part thereof is the Needham Police Department Drug and Alcohol Testing Policy dated January 19, 2017 July 1, 2003; Appendix A

Section 9. Direct Deposit The Town is authorized to require that all members of the bargaining unit participate in the direct deposit program. The Town is authorized to eliminate the distribution of hard copy advice of deposit notices.

Section 11. Injury on Duty Policy Incorporated herein by reference and considered an integral part thereof is the Town of Needham Injury on Duty Policy -- Police (#412) dated November 1, 1994.

Town of Needham



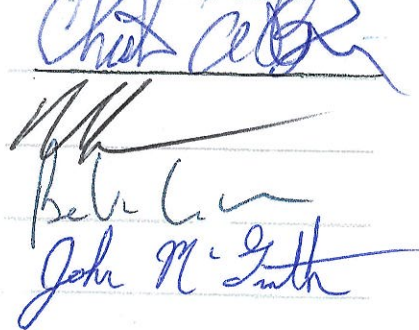
Date:

3/24/2020

Town Manager Date

3/24/2020

Needham Police Union



Date:

3/17/2020

*This agreement shall be executed in one or more counterparts, each of which when so executed shall constitute but one and the same instrument*